

HRC NEWS & VIEWS

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January 2013

RETIREMENT—REWARD FOR JOB WELL DONE!

2012 marked the end of 27 years of service at HRC and the beginning of retirement for Sherry Block. Against her wishes, Sherry was honored and recognized at a surprise Retirement Party on Wednesday, January 2nd, amidst a host of family, friends, recent and former co-workers.

The afternoon was a mixture of tears and laughter as many offers of best wishes were shared. Dr. Judson gave a heart-warming speech recognizing Sherry as a “brick

layer” type, not using the modern fancy tools. A letter expressing appreciation for years of service and recognition of Sherry’s attributes from Scot Adams, Director of the Division of Behavioral Health was shared by Heather Sidders.

The celebration had an additional surprise with a presentation acknowledging her with an Admiralship in The Great Navy of the State of Nebraska signed by Governor Dave Heineman. This was made possible by submission of a nomination by Heather Sidders. In that nomination Sherry is noted as a go-getter who gets the

work done. She has a knack for putting pieces together and getting the right strengths in the right areas. Sherry’s positive attitude, willingness to go the extra mile, and strong organization skills have made her a valuable component with the young men we serve. Sherry has a warm personality that is conveyed to everyone she interacts with. She has devoted her career, and her life, to the people of Nebraska, so they can live more productive lives. Well said!

Congratulations on your retirement, Sherry! As you look back on your 27+ years of service at HRC, see all the good you’ve done and all the blessings you’ve given and received. Then enjoy retirement as the reward for a job well done!



layer” laying the foundation of good work habits with her dedication, leadership and hard work. He noted that she is a great baker, the old fash-



January is

Be Kind to Food Servers
Month

Celebration of Life
Month

National Clean up Your
Computer Month

National Volunteer Blood
Donor Month

National Mentoring
Month

National Soup Month

Shape up US Month

Clean Out Your Inbox
Week 20-26

Diet Resolution
Week 1-7

1/12 Fruitcake Toss Day

1/16 National Nothing
Day

1/19 Popcorn Day

1/21 Dr. Martin Luther
King Jr. Day Holiday

1/22 Celebration of Life
Day

1/24 Belly Laugh Day

1/25 Fun at Work Day

1/28 Data Privacy Day

1/31/11 Backwards Day



HERE'S TO A BETTER YEAR BY BILL GIBSON, CEO

I have been asked to write an article for the HRC newsletter this month. They said many of you were wondering what was happening with me in 2012. Many of you may know that I have had a medically challenging 2012. Hopefully this won't be TMI (too much information) as they say but here goes.

Back at the end of last January I had a medical emergency and ended up in the urgent care center where they thought I had prostatitis since I was male and mid 50's. They gave me anti-biotics and referred me to a urologist. The urologist said I did not have prostatitis, but I did have a bad bladder infection and he ran some tests. After a cystoscopy and CT scan, he decided I had "communication" between my bowel and bladder, so he sent me to a gastroenterologist for a colonoscopy. "Communication" is code for a hole. What I had developed was called a colovesical fistula and the solution was that I needed surgery to repair it. The odds of getting one of these are like 1 in 100,000. I had hoped that it would be a routine surgery and I would be healed and back to work in about six weeks. That didn't happen. What did happen is nothing short of a six month long odyssey.

In April, I was supposed to be in the hospital for 5- 10 days and recover at home for about six weeks. I had some problems in the hospital and ended up being there for 14 days. Once I got home I started getting better but not to the degree I should have. Eight weeks went by and I was still not well enough to return to work. By then, I was so sick I ended up being admitted to the hospital for a second surgery. I

had developed an abscess on my intestines that had become infected and needed to be removed. That cost me another 10 days in the hospital. Through these two surgeries and over the course of three months I had lost 35 pounds and was basically depleted. I had spent most of the summer stuck at home recuperating. By Labor Day I was well enough to come back to work and get out and play golf. I thought I was out of the woods, but that was not to be.

Towards the end of September I started having abdominal pain again and ended up in the ER in the middle of the night. My gall bladder had quit working and needed to come out, and I had developed adhesions from the prior surgeries that were causing blockage in my intestines. So I went back into the hospital for four more days and yet another surgery. This surgery was done laparoscopically and the recovery period was only a couple of weeks. Surely I was out of the woods now. But no, in early October I developed a leak in another part of my intestine and ended up in the ER in the middle of the night again. This time the situation was so bad I was taken immediately to the OR and ended up in the hospital for another 8 days. My recovery from this surgery was remarkably fast and I came back to work right after Veteran's Day.

So, I have been out sick in 2012 more than I have worked. I have endured four pretty major surgeries. I have had some great nurses take care of me at Bryan Hospital, and I am grateful to be alive. There were three times over the last seven months that I could have died. I had

a great surgeon for the last three surgeries that wasn't going to let that happen. I have received countless letters, cards and emails from so many people. Those thoughts and prayers really helped when I was down.

Throughout this ordeal over the course of this past year, I have gained a new appreciation for what it means to be a "patient." I have been a hospital administrator for 30 years but had never been a hospital patient before this. When you are lying in a hospital bed with tubes sticking out of you, you get a real understanding for what it means to be vulnerable. You have to rely on the hospital staff to take care of you and do right by you. For the most part, the people that took care of me were top notch, but there were a few that were suspect. The medical people taking care of me were very polite but they are focused on doing a job and as long as everything goes the way it is planned, things are OK. When things don't go as planned, it gets weird. Fortunately I had my wife, who is a nurse herself, stay with me the whole time I was in the hospital. If you ever have to be in a hospital, I would highly recommend you have someone you know stay with you. It's not that the hospital staff mean you any harm; it is just that you need to have someone advocate for you when you can't.

Through the wizardry of modern technology, I was able to keep in touch somewhat through email while I was gone. Ty, Marj and Stacey, along with all the rest of you, kept the three facilities running smoothly. It is good to be back at

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HERE'S TO A BETTER YEAR CONT'D BY BILL GIBSON, CEO

(Continued from page 2)

work and have some purpose in the day. Sitting around waiting to heal can be pretty boring but it has to

happen in order to return to normalcy. I still am not out of the woods so to speak. I need to have another surgery after the first of the year to remove my colostomy that I

ended up with in July. That's a whole other story that I will spare you the details of. Right now, I kind of just want to put 2012 in the rear view mirror.

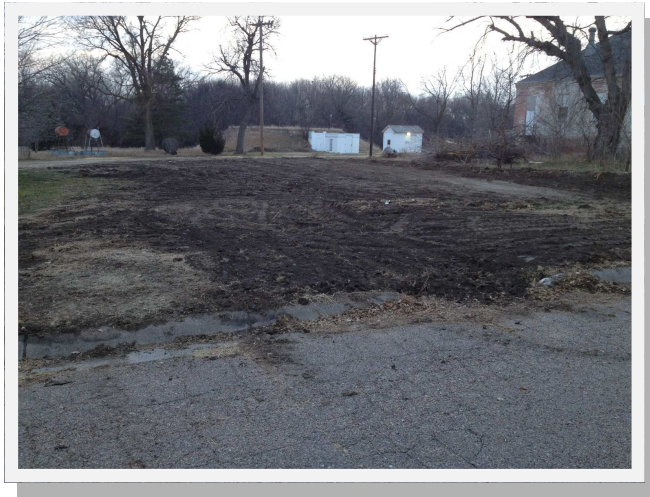
**We are proud of our
Nebraska Library
Volunteer of 2012
Karen Baisinger**



Photo by Laura Beahm, Hastings Tribune

Congratulations!

Right: The Greenhouse which once stood at the South end of the HRC campus was demolished to our surprise in December, 2012. Many of us remember it as the home of the Banana Tree and various critters for many years.



KEEPING THE BUS MOVING BY CHERI DELAY

With the retirement of Sherry Block, the hiring process began. Several qualified applicants applied and were interviewed. After careful consideration of all of those applicants, Josh Albrecht was offered the position, and he accepted. He began his new responsibilities on December 31.

Josh brings with him a lot of experience working with juveniles. He graduated from high school in Wausa, Nebraska and then headed to the University of Nebraska at Kearney where he received his Bachelor's Degree in Science in psychology and criminal justice. His first working position after college was for the Youth Rehabilitation and Treatment Center at Kearney (YRTC-K) as a Recreational Aide.

After working there ten months, he headed to Minnesota where he was hired by the Department of Corrections as a Supervise Release Agent working with adult sex offenders. He spent about a year there and then moved on to case management with adolescent sex offenders for two years before he decided to move back to Kearney. He spent the next five years at YRTC-K as a Rec Aide and Service Coordinator.

In February 2011, he applied for the position of Recreation Specialist at HRC and was hired. He filled this position for about a year before becoming a Youth Security Supervisor.

Josh saw the Activities Team Leader position as an opportunity for him

to reach out and develop community partnerships to assist the youth in our program. He wanted to work more closely with male juveniles and the activities they want to pursue and are interested in. The biggest challenge Josh feels he has is to fill the shoes of Sherry and "keep the bus moving." He feels it is also going to be challenging to find opportunities for our youth in the community in areas they will be dealing with after they are discharged and getting on with their lives. Josh hopes to be able to push the work with our youth in independent living skills to a greater degree and utilize the strengths that Jen Bangs brings to our program.

Congratulations, Josh, upon your selection, and best wishes in your endeavors for the good of the youth we serve in the Hastings Juvenile Chemical Dependency Program at HRC!!

NEWS FROM THE KITCHEN BY MINDY BLAIR

Welcome to the New Year 2013! What better way to start the year off than with a New Year's resolution of eating healthier foods and exercising? Here are a couple healthy snack ideas for you and your family to enjoy. Try a cup of frozen grapes which has about 104 calories and includes flavonoids which appear to decrease the risk of heart disease. We've all heard the saying "An apple a day keeps the doctor away", well I encourage

you to try an apple with 2 Tbsp of peanut butter. Apples are low in calories, fat, and sodium as well as a good source of many vitamins and fiber. One of the health benefits of peanut butter is the amount of fiber in it. Fiber is good in keeping a healthy colon along with fighting bad cholesterol and helping regulate blood glucose levels. When looking for a healthy choice, pick a natural peanut butter made with peanuts and salt instead of sugar

and high fructose corn syrup. If you are looking at starting a new exercise routine, start slow and work into it. Some simple exercises to do could be simply taking the stairs instead of the elevator or park further away from a store and add a few more steps to walk. The Nutrition Services department wishes everyone a Happy New Year and hopes that you will start or maintain a healthy lifestyle change for 2013!

HOUSEKEEPING UPDATE BY MARY ANN KOCH

HAPPY 2013 TO ALL! Hope everyone had a great holiday. Looking back on our end of the year total accomplishments I couldn't help but be impressed. In 2012 we cleaned 118 discharge rooms for the youth. We got 12 offices waxed,

got both dining rooms scrubbed and waxed. Carpet was cleaned in two offices and one end of the school. 1709 gallons of water was picked up from the tunnel due to rain, melting, and watering. Looking ahead we have several offices

left to wax and much carpet to be cleaned. We will try to keep you updated on what's coming next. We are looking forward to a great year!

MAINTENANCE NEWS BY CHERI DELAY

Gary reports keeping up with the snow and repair of snow removal equipment has become a challenge for the maintenance crew. Hastings received several inches of heavy wet snow right before Christmas and our maintenance staff were able to make it out to the facility to clean off as many of the walkways as possible. The type of snow we received turned into a lot of thick ice that was very hard to completely remove. With the cold

temps since, not much of it has melted. Maintenance staff have been good about taking care of the requests to put down additional sand and salt where needed. Several issues arose with the power plant the past few weeks and keeping the heat going. The cold weather seemed to bring with it several mechanical problems also. After repairs to the water softeners, boiler feed pump and condensate return pump, the heating

system is almost back to normal. We have several avid hunters among our maintenance crew who are now back from using up their vacation trying to get those trophy deer. Many thanks to the maintenance staff for continued clearing of the campus as we know Old Man Winter is definitely not done with us yet – even though I have received four seed and bulb catalogs in the mail!!

"Don't wait until everything is just right. It will never be perfect. There will always be challenges, obstacles and less than perfect conditions. So what. Get started now. With each step you take, you will grow stronger and stronger, more and more skilled, more and more self-confident and more and more successful." Mark Victor Hansen

THANK YOU to everyone who gave to the box for Soldiers in Afghanistan for Christmas! Adam wrote and told me that it arrived just as he was leaving so he distributed what he could and left the rest for the chaplain to hand out. He said that it was really nice of you to think of them. (They needed someone to take a soldier's body back to Germany so he volunteered and got to go back to Virginia a few weeks early! We are blessed to have him safely home.) Thanks again. Kay E.

YOU'RE A WINNER

- * Thanks Dean Stromer for scooping out the dock area, a path to the door, and sprinkling ice melt outside of Bldg. 15! We appreciate it! *Mindy*
- * Thank you to my staff for donating many food items for the Adams County Food Pantry! It's great to see all of you helping others out! Way to go team! *Mindy*

FOOD PANTRY SAYS THANKS!

The following letter was received from the Hastings Food Pantry:

We want to send a special letter to thank you for your generous donation of three cases of food given to the Hastings Food Pantry. What a wonderful donation! So many people will be blessed with your giving!

It is only because of the donations of caring people like you that we are able to meet the needs of the hungry in our community.

Since 1982, the Hastings Food Pantry, an all-volunteer organization, has been privileged to serve Hastings and the surrounding area with emergency food. Again, we thank you for joining us in our efforts.

Thanks again and have a blessed 2013!!

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Special thanks to Tracy Polage who delivered the boxes! -Corinne

HEALTH RESOLUTIONS CLUB — NEW PLAN BY TONY MARTIN

Well, the new year is upon us and we survived the predicted end of the world, now we need to get in shape for our future. Last month the suggestion was to get your resolutions ready for the new year. Now it's time to put some work into those resolutions to make them happen. So no matter what they were, whether it was lose weight, eat healthier, exercise more, quit smoking or just to have a better attitude towards work or ourselves. Let's work as a team and help each other be successful. Corinne sent me some great ideas that will be a benefit for the coming year. The plan is to run this group for the rest of the year to allow people to join at any time during the year.

1. Find a co-worker to be your resolution buddy so that you are a team of two. You will have better success

with someone who is working for the same goals and encourages each other on a regular basis.

2. I would like all the teams to register with me by the end of January, stating what your monthly goals will be (not all 11 need to be ready now, but start to make your plans).

3. I will place a poster with the teams and their goals in the copy room in building 3 for each team to record their goal progress.

4. We will recognize the teams who meet their goals with a high five in News and Views and on a special sign posted in the copy room.

For those folks who have worked so hard on their healthy goals last year and succeeded, whether in exercising more or losing weight, we ap-

plaud you for your efforts! We encourage you to be involved with us this year as successful role models or cheerleaders. Your role will be to encourage and cheer us on. You are welcome to join a team in order to maintain your success.

I could use collaborators to help with some motivation items and activities such as notes and messages by e-mail or by individual verbal recognition. Let me know if you are interested in this role. Every team needs more than one cheerleader!

So, please come on board my friends and take the first step to form that team. Let's work together to make those resolutions happen, even if it's a slow start you will still be faster than any one still on the couch.

MITTENS FOR WARMING

Help keep the hands of small children warm this winter with a donation of mittens or gloves! All donations will be given to Head Start in Hastings to help those less fortunate children in our area.

Donations can be delivered to Carolyn Johnson's office until January 25th, and will be displayed on the garland in the Mail/Copy Room of Building 3.

Thank you for supporting this cause!



THE SIMPLE PROMISE THAT WILL CHANGE EVERYTHING BY JOE TYE, CEO OF VALUES COACH, INC.

The Pickle Challenge (tm) is taking on a life of its own! All across the country we're hearing about singing pickles, dancing pickles, pickle piñatas, pickle pledge boards, Pickle Pledge (tm) fundraisers, signs designating pickle-free workspaces (the way we used to designate certain areas as smoke-free zones), and pickle-free pins, buttons, and t-shirts.

I think there are two reasons the Pickle Challenge has gotten such traction. The first is simply that it is such a great visual metaphor. We can all visualize the chronic complainer and gossip who looks like he or she was suckled on a dill pickle instead of a pacifier.

The second reason is far more important - because people are finding that it works. At both the level of the individual trying to cultivate a happier and more positive mental attitude and of the employee group working to foster a more collegial and supportive workplace environment. The Pickle Challenge and the simple promise included in The Pickle Pledge can have a literally miraculous effect.

Personal Change

Of all the techniques I teach, the one that has been most profoundly life-changing for me personally is this simple promise to turn every complaint into either a blessing or a constructive suggestion, and to not allow the negativity of other people to deprive me of the joy of being alive.

When I really started paying attention to the soundtrack in my head, I was appalled at how much negativity there was up there. *I teach this stuff - I should know better!* But sure enough, every time I hit the road (an almost weekly occurrence) I found things to mentally whine about - delayed flights, bad food, the person sitting next to me on the

flight: it almost seemed like my subconscious mind was seeking out any excuse to complain as a way of keeping me from thinking about my work.

When I really internalized The Pickle Pledge and committed to making it a part of my life, it was the emotional equivalent of moving from a room filled with cigarette smoke to sitting in the clean air by the bank of a river. And like the reformed smoker, I will never go back to my pre-Pickle thought patterns and am highly intolerant of other people trying to drag me into their emotional toxicity. I've learned to appreciate how wonderful life is when you take The Pickle Pledge to heart.

The Pickle Pledge played a particularly important role in my life after Lasik eye surgery left me with severe double vision, impaired visual acuity, and chronic eye pain. With the help of a very good friend who administered a dose of tough love, I stopped whining and playing the role of victim and instead directed my anger toward helping young people be aware of the serious risks they take if they have the one set of eyes with which they will ever be blessed to be carved up for cosmetic reasons. I'm still angry at the unethical behavior of the Lasik industry, but I like myself as an angry activist much better than I would have liked myself as an angry victim. By the way, if you or someone you love is considering Lasik, please read my special report on [Questions You Should Ask Before Submitting to Lasik Eye Surgery](#).

Organizational Change

Emotional climate of the workplace is determined by what you expect and what you tolerate, and over time what you tolerate will dominate what you say you expect. A positive workplace culture begins with intolerance for toxic emotional

negativity. As I said in my book [The Florence Prescription: From Accountability to Ownership](#): "One toxically negative person can drag down morale and productivity of an entire work unit."

When everyone on a work unit makes a good faith effort to break the complaining habit (and yes, it is a habit) it changes everything. I know of one 12-person hospital department where someone brought in a pickle jar and, in a good-humored way, they started fining each other a quarter for every instance of toxic emotional negativity. They raised more than \$80 in one month - and you know they didn't catch them all! Both patient satisfaction and employee engagement went from the bottom quartile to the top ten percent almost overnight.

Wherever you work, I can promise you this: if I could wave a magic wand over your organization and for 30 days there would be no bitching, moaning, whining and complaining (the *other* BMW Club!), you would never go back. Just as we will never again tolerate people lighting cigarettes in the workplace, you would quickly appreciate how nice it is to work in a place that is free of toxic emotional negativity. In fact, you might even use the word miracle to describe the transformation.

The Pickle Pledge

"I will turn every complaint into either a blessing or a constructive suggestion."



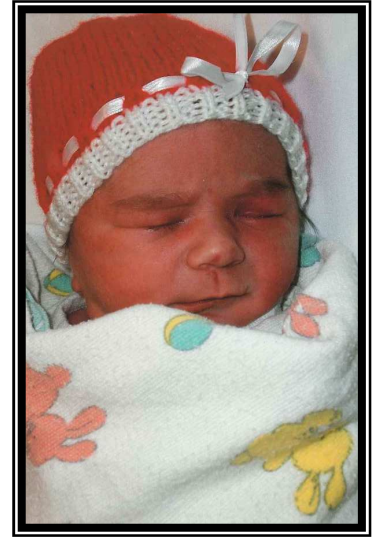
THANK YOU FROM SHERRY BLOCK

I was at home, enjoying my second day of retirement when Josh called. He asked if I'd come in to go over some files I'd left on his desk. I agreed to stop out that afternoon. Little did I know that you, former coworkers and family would be there to greet me. Thank you very much for the party, the cards, generous gifts, and your good wishes. I had a wonderful time.

LaDene helped me with a list of positions I had held since starting at HRC as a Therapy Specialist in the Craft Shop in 1985. There were 10 and each one brought back memories; Recreation Therapy, Occupational Therapy, the sheltered workshop, the dollshop, Special Services Unit, the MITT (Mobile Integrated Treatment Team) which evolved into the ACT Team (the first Assertive Community Treatment team in NE), outpatient services, the Adult Psych Unit, and then HJCDP.

As a member of the committee which planned the HRC centennial celebration in 1988, I interviewed long time employees. I learned about the farm and the cannery, the sewing room and the beauty shop, the chapel built with donations, and the holiday celebrations attended by the whole community. I learned, too, to appreciate the hard work done by those employees as they helped thousands of patients. As the mission of the Regional Center changed over the years, employees were always acquiring new skills and taking on new responsibilities. I was fortunate to get to know many of them and am grateful to have had the opportunity to work with you. Thank you for your friendship and constant support.

I'll think about you as I'm camping with grandkids and working in my yard. Exciting changes are on the horizon for HRC. I wish you the best and miss you already.



Pat Adrian is pleased to introduce her new granddaughter, Independence Leigh Adrian born on 12-12-12. Weighing 8 lbs. and 21" in length.

CAREFUL-THOSE SIDEWALKS ARE ICY! BY JEAN LUTHER

How to prevent falls on ice

Every winter season fall accidents claim the lives of hundreds and leave many more with distressing long term injuries. It is very possible that a thin sheet of transparent ice covering your pathway puts you at potential risk for an accident. When you approach a sidewalk or roadway that appears to be covered with ice or snow, always use extreme caution. This **9-tip** checklist can help you avoid the potential injury that could lead to a painful surgery and a long term recovery:

1. Ice hides under a light dusting of snow. Just because you don't see the ice doesn't mean it's not there waiting for your unsuspecting foot-falls.
2. Although your hands might be cold, **don't** put them in your pockets when you are navigating wintry stretches. If you slip, you will need your arms to restore balance. If you

fall, your arms will help you to break your fall and land safely.

3. Wear the proper footwear. Although it may not be glamorous to wear a pair of boots, it will give you traction, not to mention keep your feet warm. If you want to wear heels or other kinds of shoes, simply carry an extra pair with you to change in to.
4. If you think you are approaching a particularly slick area of snow or ice, don't be afraid to explore the area with your toe to see how slippery it is before you put your full weight on the area. **Better safe than sorry.**

5. **Don't** carry large loads while walking on snow or ice - you are asking for trouble! If you do carry a load on an icy walk and feel yourself falling, toss your load so that you can break your fall with your arms.



6. Where you can't avoid the ice and snow, bend your knees slightly and take slower, shorter steps reducing the probability of a slip and fall injury. When getting out of a vehicle, step, don't jump. When possible, use handrails, handles - anything that will help you keep your balance. Never run.

7. When using the steps at someone's home, apartment, or public facility, walk slow and take shorter steps when descending. The same is true of driveways and other hilly terrain; these areas can be very dangerous when they become slippery. Steps especially can be hard to clear and build up ice easily.

8. Be aware of **overhead exposures!** Falling icicles kill hundreds of innocent people annually. Icicles build up in size very quickly with dagger-like formations. Again, hundreds of people are injured by falling ice. Stay clear from the edges of buildings.